

OFFICE OF THE INSPECTOR GENERAL
CITY OF BALTIMORE



Isabel Mercedes Cumming
Inspector General

OIG Hotline Complaint
Assistance Synopsis

OIG Case # 24-0288-C

Issued: December 21, 2023



OFFICE OF THE INSPECTOR GENERAL
Isabel Mercedes Cumming, Inspector General
City Hall, Suite 635
100 N. Holliday Street
Baltimore, Maryland 21202



December 21, 2023

Dear Citizens of Baltimore City,

The mission of the Baltimore City Office of the Inspector General (OIG) is to promote accountability, efficiency, and integrity in the City of Baltimore (City) government. The following synopsis is a condensed version of a complaint presented to the OIG¹ and the actions taken by City management officials.

The OIG received a complaint from a Baltimore Police Department (BPD) officer (the Officer) who served the citizens of Baltimore for 32 ½ years. In November 2019, the Officer retired from the BPD. During their transition from a City employee to a City retiree, the Officer was informed that they would have approximately 114 days of accrued vacation leave paid out to them. However, between November 2019 and October 2023, the Officer never received their due compensation from the City.

Initially, the Officer attempted to correct the matter independently with the BPD's Human Resources office and solicited help from their BPD Fraternal Order of Police union representative. However, those efforts were unsuccessful. On October 31, 2023, the Officer sought the assistance of the OIG to correct the matter.

As this matter is outside the purview of an investigation by the OIG, to aid the Officer with their situation on November 16, 2023, the OIG referred the Officer's allegation to the BPD and the City's Department of Finance (DOF) for review and to take the appropriate action(s) to address the Officer's concern. Further, the OIG maintained consistent communication with the BPD and the DOF between November 16, 2023, and December 13, 2023. At that time, the BPD and the DOF responded to the OIG's referral of the Officer's missing leave payout.

The BPD informed the OIG that after reviewing their respective records, it was learned that upon the Officer's retirement date in November 2019, the BPD did not initiate a leave payout request for the Officer's vacation leave balance. The DOF corroborated this information during the review of its records, which showed that no payout request was received from the BPD for the Officer's accrued leave balance.

Further, the DOF completed a review of all payments made to the Officer between their retirement date in November 2019 and December 2023. The DOF discovered that although the Officer received some accrued leave balance payouts, the Officer did not receive any payments for their vacation leave balance. According to DOF records, the Officer was owed compensation for 111.98 days of vacation leave totaling \$40,822.34.

¹ The OIG Hotline can be reached at (443) 984-3476, 1-800-417-0430, OIG@baltimorecity.gov, and online at oig.baltimorecity.gov/office-inspector-general-complaint-form.

REPORT FRAUD, WASTE AND ABUSE

HOTLINE: 443-984-3476/800-417-0430 EMAIL: OIG@BALTIMORECITY.GOV WEBSITE: OIG.BALTIMORECITY.GOV

This public synopsis is only a summary of a more comprehensive report of investigation submitted to the appropriate City management official

On December 14, 2023, Inspector General Isabel Cumming and Assistant Inspector General Richard Mitchell contacted the Officer to provide them with an update on their original complaint. The Officer was overjoyed to learn that what the others could not do in four years, the OIG facilitated within four weeks to bring a resolution to the Officer's matter. As a follow-up, on December 20, 2023, the OIG contacted the Officer to advise that on December 15, 2023, the City issued a check payable to the Officer. The Officer again thanked the OIG for its support and assistance.

Sincerely,



Isabel Mercedes Cumming
Inspector General

CC: Hon. Brandon M. Scott, Mayor of Baltimore City
Hon. Nick Mosby, President, City Council
Hon. Bill Henry, Baltimore City Comptroller
Honorable Members of the Baltimore City Council
Hon. Ebony Thompson, Acting City Solicitor

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